



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

Canc frp: Jun 06

OPNAVNOTE 5430
Ser DNS-32/5U838610
1 July 2005

OPNAV NOTICE 5430

From: Chief of Naval Operations
To: OPNAV Principal Officials

Subj: CHANGE TO THE ORGANIZATION OF THE OFFICE OF THE CHIEF OF NAVAL OPERATIONS (OPNAV), DIRECTOR OF NAVAL EDUCATION AND TRAINING AND DEPUTY CHIEF OF NAVAL OPERATIONS (MANPOWER AND PERSONNEL)

Ref: (a) OPNAVINST 5430.48D

Encl: (1) Mission and Functions for Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education), N1/NT
(2) OPNAV Organization Chart
(3) Mission, functions and organization chart for Training and Education Division, N17

1. Purpose. To announce a change to the organization of OPNAV with regard to manpower, personnel, education and training functions.

2. Background. The vision of Sea Warrior is to deliver the right skills to the right place, at the right time, with the right motivation and best value to deliver Sea Warrior readiness. To support this vision and future transformation, four fundamental goals must be achieved: (1) Total Force Integration, (2) Manpower, Personnel, Training, and Education (MPT&E) Integration, (3) Capabilities-based Requirements Process, and (4) Unified Human Capital Resourcing.

3. Organization Changes. Effective 1 July 2005:

a. The mission and functions of Director of Naval Education and Training, N00T are aligned to N1.

(1) All resources of N00T are aligned to N1.

(2) N00T is disestablished.

(3) N1's title is changed to Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) (DCNO (MTP&E)). N1's code is changed to N1/NT to recognize the addition of training and education functions to N1.

(4) Enclosure (1) is the revised mission and function statement for N1/NT.

(5) Enclosure (2) is the revised OPNAV Organization Chart.

b. The Training and Education Division, N17, is established. Mission and functions and organization structure of N17 are at enclosure (3). The Deputy Director of Naval Education and Training (N00TB) will be assigned as Director, Education and Training Division.

4. Reporting Relationships. Effective 1 July 2005:

a. Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) will continue to serve additional duty as Chief of Naval Personnel.

b. Commander, Naval Education and Training Command (CNETC) is assigned additional duty as Deputy Chief of Naval Personnel (DCNP).

c. The chain of command reporting to CNETC and the Bureau of Naval Personnel (BUPERS) will remain as currently established with Commander, Navy Recruiting Command and Commander, Navy Personnel Command (NPC) reporting to DCNP.

d. Commander, NETC is no longer assigned additional duty to OPNAV.

e. Commander, NPC will no longer be assigned additional duty as DCNP.

f. All administrative, legal, inspector general, and public affairs services including support to N1/NT will remain as currently established until integration changes are resolved and

business processes are fully integrated. For budgetary matters, the current relationship with Field Support Activity and BUPERS remains unchanged.

5. Roles and Functions of DCNO (N1/NT), NETC, and DCNP

a. DCNO (N1/NT) will:

(1) Perform all Strategy and Resource Policy related functions for the MPT&E Enterprise (MPT&E Enterprise includes the DCNO (N1/NT), NETC, and BUPERS organizations.

(2) Serve as the single resource sponsor for all manpower and training program matters related to the MPT&E Enterprise. As the Sea Warrior Transformation matures, and based on current collaboration between DCNO (N1) and DCNO (N8), DCNO (N1/NT) will become the single manpower resource sponsor for all manpower within the Navy.

(3) Perform all Capitol Hill related duties, to include all Congressional testimony for matters pertaining to the MPT&E Enterprise and in his role as Chief of Naval Personnel.

(4) Be the lead organization to interface with Department of Defense (DOD) and Department of Navy (DON) officials, other U.S. military and foreign departments, other Navy commands, other Federal agencies, and private organizations. Specific issues may be delegated to CNETC and DCNP.

(5) Coordinate with CNETC/DCNP on all resourcing issues (POM, PR, Budget Formulation, etc.) passed from the Chief Resource Officer of the Echelon 1 and Echelon 2 shared resources services organization.

(6) Current statutory/administrative promotion/selection board processes and DCNP delegated authorities remain in effect.

b. Commander, NETC will

(1) Coordinate with DCNO (N1/NT) on all resourcing issues (POM, PR, Budget Formulation, etc.) passed from the Chief Resource Officer of the Echelon 1 and Echelon 2 shared resources services organization.

(2) As Chief Learning Officer for the Navy, act as CNO advocate for learning, development, and education.

c. DCNP will:

(1) Retain current statutory/administrative promotion/selection board processes. DCNP-delegated authorities remain in effect.

(2) Perform all management functions to support current and future Navy Manpower Analysis Center (NAVMAC) missions.

(3) Manage personnel manning for activities, commands, and programs administered by BUPERS, or as assigned by DCNO (N1/NT) or CNO.

(4) Execute military personnel policies and plans necessary to implement Navy's mobilization plans.

(5) Support DCNO (N1/NT) on all Congressional testimony efforts and Capitol Hill duties.

6. MPT&E Enterprise

a. Definition. The MPT&E Enterprise is an umbrella term that includes CNO (N1/NT), CNETC, BUPERS, and the commands that report to those two echelon 2 commands.

b. To support the effectiveness of the Sea Warrior, the MPT&E Enterprise will use a shared service framework within the resources and information technology domains.

(1) Resources. Resource assessment, programming, budgeting formulation, and budget execution processes will be constructed around a centralized shared resources service framework. To enable the full Sea Warrior Transformation potential, this initial step establishes a single point of accountability through the Chief Resource Officer who will have MPT&E Enterprise resource control and visibility. The result will be a single, cohesive MPT&E budget that enhances the ability to properly resource corporate Navy priorities.

(2) Information Management/Information Technology (IM/IT) Shared Services. The shared services of IM/IT are organized around a centralized planning and decentralized execution construct that provides a standard level of service and IM/IT architecture across all echelon reporting levels. This construct will be implemented through a single command Information Officer (CIO) for MPT&E. This framework is centered around six service areas to enable a common approach to IM/IT solutions, information assurance, data services, development, and operations.

7. Action

a. Chief of Naval Operations (N1/NT) will:

(1) Within 30 days of the date of this Notice, submit manpower documents to include Standard Forms 52 to Director, Navy Staff (DNS-3/N09B1) to align OPNAV military and civilian billets per this Notice.

(2) Within 30 days of the date of this Notice, revise N-code organization information in the NMCI Global Address Listing and on HQWeb to reflect new organizational alignments.

(3) Within 180 days of the date of this Notice, review the N1/NT organization and submit any necessary changes to DNS for approval.

(4) Within 180 days of the date of this Notice, revise pertinent directives under the sponsorship of N1 and N00T and update as necessary.

b. Chief of Naval Operations (DNS) will:

(1) Revise reference (a).

(2) Submit TFMMS changes to Director, Field Support Activity to reflect the alignment of resources from N1 and N00T to N1/NT.

(3) Coordinate with Assistant for Civilian Personnel and SES Policy, CNO (N1M) to realign civilian billets from N1 and N00T to N1/NT.

(4) Coordinate required IT support to include transfer of NMCI seats.

c. Chief of Naval Operations (N00F) will revise the Flag Roster to reflect:

(1) Assignment of additional duty responsibilities for Commander, Naval Education and Training Command to serve as Deputy Chief of Naval Personnel.

(2) Elimination of additional duty assignment of Commander, Navy Personnel Command as Deputy Chief of Naval Personnel.

(3) Elimination of additional duty assignment of Commander, NETC as Director of Naval Education and Training, N00T.

(4) Assignment of Deputy Director of Naval Education and Training as Director, Education and Training Division (N17) on the OPNAV staff.

d. Director, Field Support Activity will combine N00T and N1 OPTARs effective 1 October 2005.

8. Cancellation Contingency. When contents are incorporated into the next edition of reference (a).

A. T. CHURCH III
Vice Admiral, U.S. Navy
Director, Navy Staff

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Electronic only, via Navy Directives Website
<http://neds.daps.dla.mil>

**DEPUTY CHIEF OF NAVAL OPERATIONS
(MANPOWER, PERSONNEL, TRAINING AND EDUCATION) (MPT&E)
N1/NT**

Mission: To serve as principal advisor to the CNO on manpower, personnel, training, and education (MPT&E) policy; to serve as the Single Manpower Sponsor for the assessment and appraisal of Navy's total force (active duty and reserve military, government civilian, and contractor services) MPT&E programs and for programming resources in support of active military; to coordinate Joint Chiefs of Staff and Joint Service manpower and personnel matters for CNO; and to act as Navy-wide functional sponsor for MPT&E Information Management/Information Technology information resources.

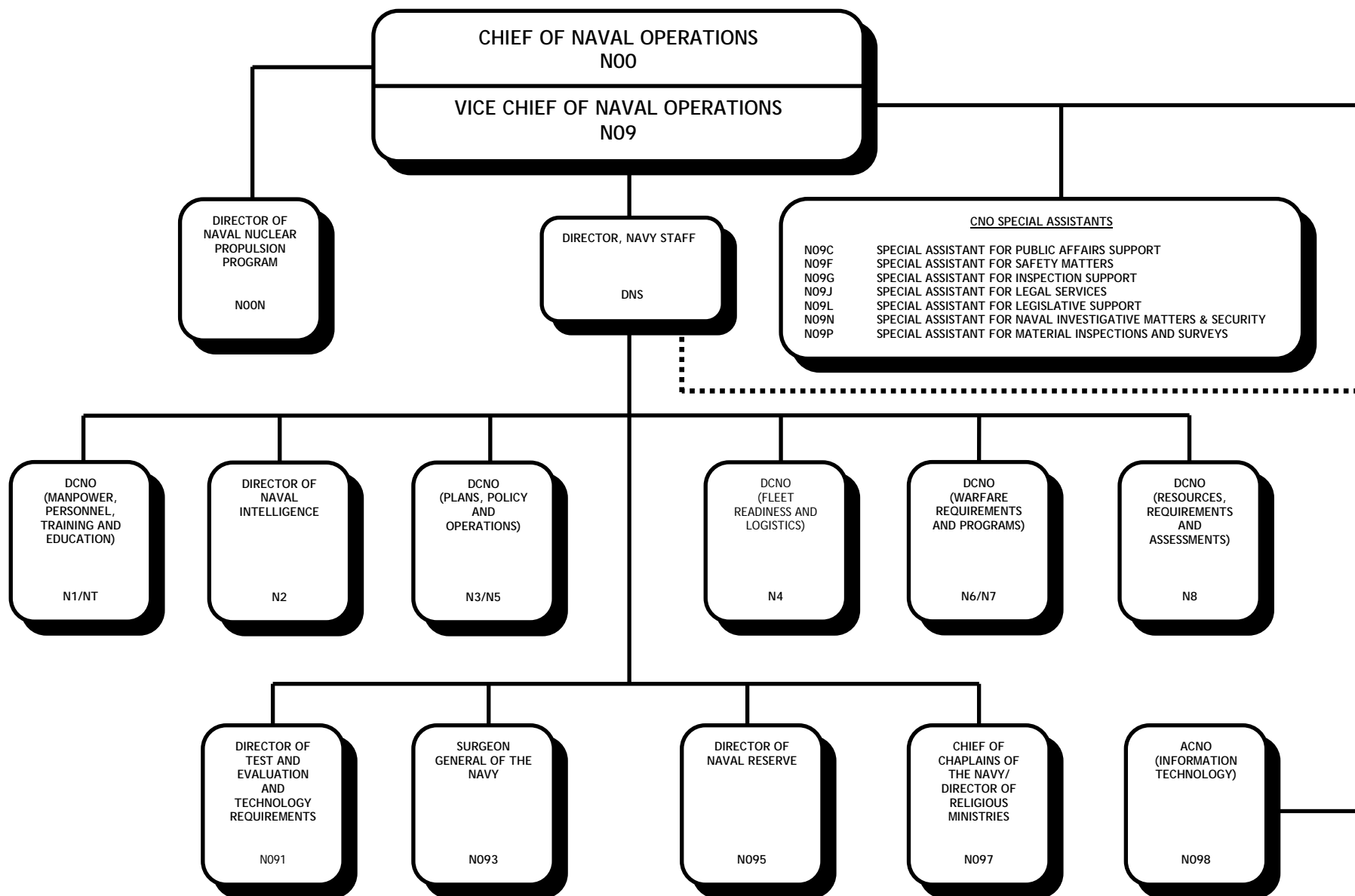
Functions:

1. Serves additional duty (ADDU) as Chief of Naval Personnel (CHNAVPERS).
2. Develops policies governing military manpower, personnel, training, and education programs and recruiting.
3. Provides an effective and independent appraisal capability to review MPT&E program performance in relation to approved plans and objectives; serves as MPT&E assessment sponsor.
4. Determines MPT&E requirements and exercises CNO responsibility for MPT&E planning and programming.
5. Serves as Resource Sponsor for all MPT&E resources and serves as the Appropriation Sponsor for MPN and RPN.
6. Serves as principal signatory on acquisition documents containing individual manpower, education, training, or human performance requirements.
7. Performs training and education requirements analysis, programming, and assessment functions.
8. Develops the Navy's Training and Education Strategy.

1 July 2005

9. Develops acquisition and funding plans and programs for knowledge management, Instructional Technology applications and systems, Training Modeling and Simulation requirements supporting Sea Warrior.

OFFICE OF THE CHIEF OF NAVAL OPERATIONS



TRAINING AND EDUCATION DIVISION
N17

Mission: To support N1/NT in all training and education matters; to serve as principal program and manpower sponsor for all individual training and education requirements supporting the Active and Reserve Components; to serve as the principal advisor and advocate to N1/NT for training and education requirements, programs, and issues related to manpower and personnel; to perform as Functional Area Manager for enterprise management of Instructional Technology applications and systems and Functional Area Manager for Training Modeling and Simulation requirements; to be Principal signatory on acquisition documents for individual Education, Training, and Human Performance; and to oversee Research, Development, Science, and Technology funding supporting the Future Naval Warfighter Capability Program.

Functions:

1. Develops Navy-wide policy pertaining to individual training and education for military personnel.
2. Serves as Training and Education Functional Area Manager for enterprise management of IT applications and systems.
3. Serves as principal signatory on acquisition documents containing individual education, training, or human performance requirements.
4. Represents the Navy to DOD, other government agencies, and civilian activities on matters pertaining to the development, review, and implementation of Navy Training and Education matters for military personnel.
5. Performs training and education requirements analysis, programming, and assessment functions.
6. Develops the Navy's Training and Education Strategy.
7. Collaborates with NETC to identify training and education shortfalls. Investigates innovative approaches and Human Performance solutions in response to Fleet performance deficiencies.

8. Coordinates and advocates resource support of Navy training and education programs and manpower throughout the PPBE process.
9. Serves as assessment sponsor for all training and education programs, including those of other Resource Sponsors, Fleet training, and acquisition.
10. Monitors Congressional, OSD, Resource Sponsor, and BSO training and education decisions and proposals; assists in determining appropriate action within the PPBE process.
11. Ensures the Human Performance Systems Model (HPSM) and HSI are properly incorporated into the acquisition process.
12. Develops acquisition and funding plans and programs for knowledge management, Instructional Technology applications and systems, Training Modeling and Simulation requirements supporting Sea Warrior.
13. Develops and assesses programs to align human performance, human capital objects, and training technology applications that improve readiness and demand planning.
14. Advises DCNO (MPT&E) and OPNAV directorates on education and training capabilities, impacts and issues.

